

Missouri Governor's Council on Disability
Vision, Mission and Strategic Organizational Plan for 2023 - 2027



Vision

The Missouri Governor's Council on Disability will be recognized, statewide, as the primary organization providing leadership to improve the lives of Missouri citizens with disabilities.

Mission

To provide leadership and support so people with disabilities achieve inclusion and independence.

Goal I: Advise all state agencies and non-governmental organizations to advocate for policies and practices that impact Missouri citizens with disabilities

Strategy A: Develop proactive relationships with elected officials

Activities	Measurement	Target End Date	Responsible Entity
1 Provide disability information and resources to legislators, staff, and constituents	# of contacts	ongoing	Staff /Council
2 Coordinate the Legislative priorities poll report and send out to constituents	# receiving update	October 1	Staff
3 Distribute a report of the survey outcomes to elected officials and department entities	# surveys received	Annually/January	Staff/Council
4 Continue outreach to legislators	# of contacts	ongoing	Staff

Strategy B: Collaborate with state entities and non-governmental organizations regarding disability issues

Activities	Measurement	Target End Date	Responsible Entity
1 Distribute GCD's legislative update as requested	# provided	weekly during session	Staff/Council
2 Partner with state entities on initiatives that impact people with disabilities' lives	# of partnerships	ongoing	Staff/Council
3 Collaborate with state liaisons and share updates on initiatives that impact people with disabilities	# of contacts with state entities	ongoing	Staff

Goal II: Encourage system changes and public policies that eliminate barriers and support the wellbeing and independence of individuals with disabilities

Strategy A: Annually determine the Council's top priorities for public policy and system change

Activities	Measurement	Target End Date	Responsible Entity
1 Complete an annual GCD Legislative Priorities Poll to determine priorities	Surveys received	October	Staff/Council
2 Seek customer feedback online and for GCD programs	Surveys received	As requested	Staff
3 Document the types of technical assistance calls and highlight priorities	Inquiry log	Quarterly	Staff
4 Gather information through networking with disability community	Meetings attended	ongoing	Staff/Council/State Liaisons

Strategy B: Continue to promote awareness on disability issues

Activities	Measurement	Target End Date	Responsible Entity
1 Distribute the Inclusion and Youth Leadership award nomination to businesses, schools, disability organizations and state entities	# of nominations received	January	Staff/Council
2 Conduct and distribute statewide Poster Contest information for National Disability Employment Awareness Month (NDEAM)	# of poster entries	August 1	Staff
3 Conduct presentations and interviews on disability topics to state entities and the public	# of people participating and information provided	As requested	Staff
4 Provide current information on the disability portal	# of hits visiting the site	Quarterly	Staff

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5	Promote disability history and awareness to the public	# of outreach/ awareness activities	Annually/October	Staff
6	Support and provide disability awareness training for first responders	# of trained individuals	ongoing	Staff/DD Council

Goal III: Expand opportunities for independence for people with disabilities in all aspects of their lives

Strategy A: Promote alliance and supports to increase equal access

	Activities	Measurement	Target End Date	Responsible Entity
1	Participate in and lead coalition meetings in the area of education, employment, housing, and transportation, etc.	# of meetings attended	ongoing	Staff/Council
2	Continue supporting universal design and access in education, employment, housing, and transportation, etc.	# of meetings attended	ongoing	Staff/Council
3	Participate in the National Association of Governor's Councils on Disability	# of meetings attended	ongoing	Executive Director

Strategy B: Promote active citizenship for people with disabilities

	Activities	Measurement	Target End Date	Responsible Entity
1	Provide the Legislative Education Project	# participants	January-May	Staff/Council
2	Provide weekly "Legislative Update"	# distributed	January-May	Staff/Council
3	Participate in activities that promote active citizenship for all people with disabilities	# attended	ongoing	Staff/Council
4	Collaborate with and offer leadership to coalitions and other groups on disability related issues	# of meetings attended	ongoing	Staff/Council
5	Support voting rights and minimize barriers.	Information provided	ongoing	Staff/Council
6	Continue to develop and promote position papers relevant to the disability community	# of papers developed	ongoing	Staff/Council

Strategy C: Support all employment initiatives that promote hiring people with disabilities

	Activities	Measurement	Target End Date	Responsible Entity
1	Continue to support the commitment of employers to be proactive in hiring people with disabilities	Dept. of Labor statistics	ongoing	Staff/Council
2	Conduct educational presentations on disability employment issues	# of participants and organizations /businesses	ongoing	Staff/Council
3	Collaborate with state entities to improve employment outcomes for people with disabilities	# of PWD obtaining employment	ongoing	Staff/Council
4	Provide technical assistance to employers and employees as requested	# of inquiries	ongoing	Staff/Council
5	Serve on Office of Administration's Diversity and Inclusion Council	# of meetings/initiatives	Ongoing	Executive Director
6	Collaborate with Office of Administration/Division of Personnel to conduct annual self-disclosure survey of state employees	# of state employees with disabilities	Annually/October	Executive Director/OA

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Strategy D: Support Youth Programming based on national and state initiatives

	Activities	Measurement	Target End Date	Responsible Entity
1	Exchange recruitment & other strategies with other States' YLF coordinators	# youth in program	ongoing	Staff
2	Continue a memorandum of understanding with a nonprofit entity to be the fiscal agent for the MO Youth Leadership Forum and other youth programs	funds obtained	ongoing	Staff
3	Continue annual recruitment plan to increase number of youth participants	increase in participant #	ongoing	Staff
4	Share the impact of the MO Youth Leadership Forum	# of presentations	ongoing	Staff
5	Mobilize other leadership opportunities for youth with disabilities	# of activates	ongoing	Staff
6	Diversify funding for the Missouri Youth Leadership Forum	funds obtained	ongoing	Staff/Council/MO-YLF Planning Team

Strategy E: Encourage people with disabilities to participate in leadership opportunities

	Activities	Measurement	Target End Date	Responsible Entity
1	Engage YLF alumni as leaders in their communities	# of alumni	ongoing	Staff
2	Provide information about disability related programs and opportunities to the disability community	# enrolled	ongoing	Staff
3	Actively obtain seats on boards, commissions and councils	# of boards	ongoing	Staff/Council
4	Actively develop opportunities to present educational programs	# of presentations	ongoing	Staff/Council
5	Engage in outreach activities	# of activities	ongoing	Staff/Council

Strategy F: Provide supports to disaster preparedness program for persons with disabilities

	Activities	Measurement	Target End Date	Responsible Entity
1	Engage in emergency preparedness outreach activities	# of activities	ongoing	Staff
2	Update emergency preparedness information on the website	# of requests	ongoing	Staff
3	Engage in SEMA/Access and Functional Needs Committee meetings activities as needed	# of meetings attended	ongoing	Staff

Strategy G: Provide resources and technical assistance to help persons with disabilities live more inclusive and independent lives

	Activities	Measurement	Target End Date	Responsible Entity
1	Respond with accurate information and resources in a timely manner	# requests	ongoing	Staff
2	Conduct presentations related to disability topics and GCD programs	# provided	ongoing	Staff
3	Continue to provide disability related resources as requested	# provided	ongoing	Staff
4	Host exhibit booths at area conferences	# of exhibits & visitors	ongoing	Staff
5	Provide guest speakers on "hot topics" related to disability issues to Council Members and state liaisons	# of presentations/ # different groups presenting	ongoing	Staff/Council
6	Continue to provide and update resources on the Disability Web Portal	# of requests and usage of website	ongoing	Staff

Goal IV: Gather input from the public on disabilities related issues and report the results of this information

Strategy A: Collect data on GCD activities to provide the Governor and state entities with a written report on key disability issues and solutions

Activities	Measurement	Target End Date	Responsible Entity
1 Complete and distribute the annual report	Report distributed	Annually/Dec. 31	Staff
2 Share the results of the legislative priorities polls	Legislative Survey	October each year	Staff
3 Provide legislative update including final bills signed into law that impact the disability community	Update distributed	Annually/July 1	Staff
4 Provide education on legislation with significant impact on the disability community	Email/newsletter article	August	Staff

Strategy B: Document outcomes of the Council activities for inclusion in the annual report

Activities	Measurement	Target End Date	Responsible Entity
1 Track all inquiries, technical assistance and community outreach in GCD database	# logged	ongoing	Staff
2 Solicit feedback via website's customer satisfaction survey	# of responses received	Annually/Dec. 31	Staff
3 Continue tracking impact of Missouri Youth Leadership Forum on alumni	Survey participants/alumni	Twice a year	Staff
4 Measure impact of Legislative Education Project	Survey all participants	After each event	Staff

Goal V: Develop, explore and implement strategies to increase resources for the operating efficiency of the Council

Strategy A: Secure funding for Council operations and existing programs

Activities	Measurement	Target End Date	Responsible Entity
1 Continue and expand funding partnerships for GCD youth programs	Fully funded program	Annually	Staff
2 Develop comprehensive approach to securing funds to support Council activities	Fully funded program	Annually	Council/Exec. Dir.
3 Submit budget request for GCD operating funds to Office of Administration and General Assembly	Budget Appropriation	Annually	Executive Director, Executive/Finance Committees

Strategy B: Review the by-laws and strategic plan on a regular basis

Activities	Measurement	Target End Date	Responsible Entity
1 Executive Committee and director review by-laws as needed	Meeting minutes	ongoing	Council/Exec. Dir.
2 Recommendations made to full Governor's Council	Meeting minutes	January of each year	GCD
3 Review and update strategic plan every five years or as determined by the Council	Strategic Plan	November (5 years)	Council/Staff

Strategy C: Conduct interactive quarterly Council meetings and committee meetings

Activities	Measurement	Target End Date	Responsible Entity
1 Provide orientation packets including copy of the Sunshine Act to new Council Members	Orientation packet	ongoing	Staff
2 Promote networking, information sharing and collaboration on disability topics and concerns in Council and committee meetings	Meetings minutes	ongoing	Council/State Liaisons/Staff

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3	Council receives outcome-based staff reports regarding the strategic plan initiatives and activities at the quarterly Council meetings	Member/staff reports	ongoing	Council/Staff
4	Provide opportunity for public comment and input at quarterly Council meetings	Meeting minutes	Ongoing	Chair/Executive Director

Strategy D: Support the professional development of personnel to achieve the goals of the Council

	Activities	Measurement	Target End Date	Responsible Entity
1	Review staff performance and provide training opportunities to assure ability to achieve these goals	Engage Meetings	Monthly	Executive Director
2	Continue to collaborate or partner to maximize staffing resources.	# of partnerships or collaborations	ongoing	Council/Staff
3	Review Executive Director performance and summarize to full Council.	Performance review	Annually	Chair/Personnel Committee